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CONFIDENTIAL

14 APR 1980

MEMORANDUM FOR: Director, Foreign Broadcast Information Service

FROM : Harry E. Fitzwater
Director of Personnel Policy, Planning,
and Management

SUBJECT : Request to Use COLA

1. I have recently been advised by C/PMCD that [redacted] of your Support Staff, has inquired about the possibility of FBIS authorizing COLA (Cost of Living Allowance) for TCNs at various field bureaus. As indicated in our meeting of 26 February, I am quite concerned about the use of non-conforming pay schedules in certain overseas bureaus. It is my understanding that you are working with PMCD toward achieving a degree of conformance over the long term. It occurs to me that COLA, if used selectively, could act as an offset, thus easing some of the discomfort in bringing these schedules in line. [redacted]

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2. I would agree to delegate COLA authority to FBIS assuming that it is used with discretion, reviewed periodically, and integrated with our efforts to realign the pay schedules. I view this delegation of authority as a further extension of authorities provided in our memorandum of 16 February 1978 and the guidelines requiring proper documentation, justification and tracking should be followed. I would appreciate your keeping PMCD appraised on your usage of COLA. [redacted]

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3. I look forward to a continued joint effort in dealing with your foreign alien situation. [redacted]

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[redacted]

Harry E. Fitzwater

cc: C/FBIS/Support
C/FBIS/Pers

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DERIVATIVE CL BY [redacted]
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